GOVERNMENT OF INDIA
LAW , JUSTICE AND COMPANY AFFAIRS
LOK SABHA

UNSTARRED QUESTION NO:7528
ANSWERED ON:16.05.2002
RETRENCHMENT OF EMPLOYEES
BABUBHAI KHIMABHAI KATARA

Will the Minister of LAW , JUSTICE AND COMPANY AFFAIRS be pleased to state:

(a) whether seniority/juniority aspect is being considered in the retrenchment of employees working on contract basis;

(b) whether the Ministry has issued any directive to the concerned ministry/department to ensure compliance of seniority/juniority aspect; and

(c) if so, the details thereof ?.

Answer

MINISTER OF LAW, JUSTICE & CO.AFFAIRS (SHRI ARUN JAITLEY)

(a) to (c) Seniority is relevant only within a cadre which is a group of staff constituted as a separate unit. Therefore, seniority is not relevant in cases of employees appointed on contract basis. The period of appointment on contract basis is mutually decided by the person and the Ministry/Department concerned. Discontinuance of contract can be effected with the consent of both the parties.